

Message Text

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42 40

ACTION SS-15

INFO OCT-01 AF-06 MMO-01 SSO-00 ISO-00 AS-01 /024 W

----- 043444

R 081015Z MAR 76

FM AMEMBASSY GABORONE

TO SECSTATE WASHDC 7724

INFO AMEMBASSY MASERU

AMEMBASSY MBABANE

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STADIS - NO DISTRIBUTION OUTSIDE OF AF AND M/MO//////////

FOR EAGLEBURGER AND SCHAUFFLE FROM AMBASSADOR

E.O. 11652: N/A

TAGS: AMGT, BC

SUBJECT: MANAGING FIXED RESOURCES IN A DYNAMIC ENVIRONMENT

REF: STATE 030667

1. I VERY MUCH WELCOME OPPORTUNITY PARTICIPATE YOUR STOCK-TAKING EXERCISE IN VIEW OF THE RAPIDLY UNFOLDING SECURITY-POLITICAL DEVELOPMENTS IN SOUTHERN AFRICA WHICH MUST HAVE PRIORITY ATTENTION. OVER THE PAST TWO YEARS THERE HAS BEEN A GROWING GAP BETWEEN WORK REQUIREMENTS IN THE BLS STATES AND MANPOWER AVAILABILITY. DEMANDS ON THESE SMALL POST WILL UNDOUBTEDLY INCREASE AND REQUIRE CHANGES IN PRIORITIES AND RESOUCRE RE-ALLOCATION FOR EFFICIENT CONDUCT OF OUR RELATIONS. I AM PLEASED THAT WE WERE RECENTLY AUTHORIZED A REGIONAL POLITICAL/ECONOMIC POSITION AND FULL-TIME COMMUNICATIONS POSITIONS AT ALL POSTS. THIS WILL BE VERY HELPFUL IN MEETING MY RESOURCE REQUIREMENTS IN BOTSWANA, LESOTHO AND SWAZILAND.

2. IN THE FUTURE, I STRONGLY URGE THAT DEPARTMENT MAKE EVERY EFFORT TO FIND TOP QUALITY REPLACEMENTS TO FILL EXISTING POSITIONS. IN MY VIEW, THE DEPARTMENT'S DECISION TO DOWNDRADE THE DCM POSITION IN GABORONE TO FSO-4 AND ALL IRO POSITIONS TO FSO-6 WAS
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A FUNDAMENTAL ERROR; THE DCM POSITION GABORONE SHOULD BE UPGRADED

TO FSO-3 AND IRO POSITIONS TO FSO-5 AT ALL THREE POSTS.

3. RE PARA 3 REFTTEL, I AM SATISFIED THAT ALL MISSION ACTIVITIES ARE CONTRIBUTING DIRECTLY TO OUR POLICY OBJECTIVES. HOEVER THE ABSENCE OF A USIS OFFICER AT POST PLACES A HEAVY BURDEN ON THE EMBASSY AND CONSTRAINS OUR ABILITY TO REACH POLICY OBJECTIVES IN THE INFORMATIONAL AND CULTURAL AREAS.

4. EMBASSY GABORONE IS ORGANIZED PRACTICALLY SPEAKING INTO TWO SECTIONS: THE EXECUTIVE SECTION IS HEADED BY ME AND PERFORMS THE CONDUCT OF DIPLOMACY AND CONSULAR FUNCTIONS OF THE MISSION. INCLUDED IN THIS SECTION ARE MY SECRETARY, THE DCM AND HIS SECRETARY, THE ISO AND CONSULAR ASSISTANT AND ONE-HALF MAN YEAR (MY) OF A LOCAL SECRETARY WHO SUPPORTS THE IRO. THIS SECTION PERFORMS ITEMS A, B, C, D, AND E OF PARA 4 RETEL IN APPROXIMATELY THE RIGHT MIX. INCLUDED UNDER "OTHER ACTIVITIES" IS APPROXIMATELY .6 MY ON USIS AND CULTURAL EXCHANGE ACTIVITIES AND .2 MY SPEND ON AID SELF-HELP. MORE ATTENTION WILL BE GIVEN TO POLITICAL ANALYSIS, TRADE AND INVESTMENT PROMOTION WITH THE ARRIVAL OF THE RECENTLY AUTHORIZED POLITICAL/ECONOMIC OFFICER. THIS OFFICER WILL ALSO HAVE REGIONAL RESPONSIBILITIES FOR THE POSTS AT MASERU AND MBABANE.

5. THE OTHER SECTION IS THE ADMINISTRATIVE SECTION, MADE UP OF THE ADMINISTRATIVE OFFICER, THE COMMUNICATIONS AND RECORDS OFFICER, CASHIER, GENERAL SERVICES ASSISTANT, TYPIST (WHO ALSO ASSISTS THE IRO), RECEPTIONIST/TELEX OPERATOR, AND CHAUFFER AND A MESSENGER/DRIVER. THIS SECTION PERFORMS ADMINISTRATIVE SUPPORT FOR THE EXECUTIVE SECTION AND UNDER SAS FOR OTHER U.S. GOVERNMENT AGENCIES IN BOTSWANA. THE ADMINISTRATIVE OFFICER HAS REGIONAL RESPONSIBILITIES FOR THE POSTS AT MASERU AND MBABANE. AT THE PRESENT TIME, THE COMMUNICATIONS AND RECORDS OFFICER IS PERFORMING SUBSTANTIAL OVERTIME BECAUSE OF THE INCREASING COMMUNICATIONS WORKLOAD. ASSIGNMENT OF THE RECENTLY AUTHORIZED SECOND COMMUNICATOR WILL EASE THIS BURDEN.

6. FOLLOWING IS A MANY YEAR BREAKOUT BY FUNCTION FOR THE EXECUTIVE SECTION:
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FUNCTION	US MY	LOCAL MY
PROGRAM DIRECTION AND COORDINATION	1.5	-
POLITICAL ANALYSIS, REPORTING AND REPRESENTATION	1.2	-
TRADE AND BUSINESS PROMOTION	.9	.4
ECONOMIC ANALYSIS, REPORTING AND REPRESENTATION	.5	.1
OTHER AGENCY ACTIVITIES (USIS AND AID	.7	.1

SELF-HELP)

CONSULAR	.2	.9
	5.0	1.5

COMMENT: AMBASSADOR DEVOTES .4 MY TO PROGRAM DIRECTION AND COORDINATION IN MASERU AND MBABANE WHICH INCLUDED IN ABOVE PARA 6.

7 FOLLOWING IS A MAN YEAR BREAKOUT BY FUNCTION OF THE ADMINISTRATIVE SECTION:

FUNCTION	US MY	LOCAL MY
GENERAL MANAGEMENT	.2	.2
BUDGET AND FISCAL	.6	1.1
SECURITY	.1	-
COMMUNICATIONS	.7	1.1
PERSONNEL	.1	1
GENERAL SERVICES	.3	3.0
	2.0(1)	5.5(2)

COMMENT: TOTAL U.S. MY INCLUDES TIME DEVOTED BY REGIONAL ADMINISTRATIVE OFFICER TO MASERU AND MBABANE.

(1) DOES NOT INCLUDE .3 MY COMPENSATED OVERTIME (OT) FOR COMMUNICATOR AND DCM SECRETARY IN C&R WORK.

(2) ADMINISTRATIVE SECRETARY WORKS .5 MY FOR EXECUTIVE SECTION.

8. REGARDING PARA 6 REFTTEL, IT IS MOST DIFFICULT AT A SMALL POST TO FIND FUNCTIONS WHICH CAN BE CONSIDERED "LEAST ESSENTIAL." EACH OF THE GENERAL FUNCTIONS LISTED ABOVE FOR THE TWO SECTIONS MUST BE PERFORMED AT A DIPLOMATIC POST. IT IS ONLY WITHIN THESE FUNCTIONS THAT AS A MATTER OF PRACTICAL NECESSITY WE MUST ELIMINATE SOME SUBFUNCTIONS. FOR EXAMPLE, WITHIN THE POLITICAL REPORTING FUNCTION, WE HAVE BEEN UNABLE TO SPEND ADEQUATE TIME ON REPORTING ON REFUGEES AND ON INTERNAL LIMITED OFFICIAL USE

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POLITICAL SUBJECTS, INCLUDING OPPOSITION PARTIES AND THE RECENT SESSIONS OF PARLIAMENT.

9. REGARDING PARA 7 REFTTEL, THIS POST HAS BEEN AUTHORIZED BUT NOT YET FILLED AN EIGHTH S&E AMERICAN POSITION ON THE BASIS OF STRONG EVIDENCE IN SUPPORT OF THE NEED FOR ADDITIONAL MANPOWER AT THIS POST AND THE OTHER TWO BLS POSTS FOR ENCOURAGEMENT OF AMERICAN TRADE AND INVESTMENT. THEREFORE, IF WE WERE TO LOSE ONE AMERICAN POSITION AND ONE LOCAL POSITION, WE WOULD BE FORCED TO RAISE PRIORITY ACTIVITIES IN THE SUBSTANTIVE FIELD, I.E. POLITICAL, ECONOMIC, TRADE, BECAUSE OF THE LOSS OF AN AMERICAN OFFICER POSITION, AND DEGRADE OUR ADMINISTRATIVE SUPPORT CAPABILITY TO OTHER AGENCIES BECAUSE OF THE LOSS OF ONE LOCAL POSITION.

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